



Jesuit Universities and Faculty Working Conditions

2015 Faculty Survey Factsheet

FACULTY FORWARD
Network

In August and September 2015 Faculty Forward Network circulated a survey among faculty at Jesuit institutions across the country to assess faculty experiences.¹ The survey generated 353 responses with faculty from 89 percent, or 24, of the Jesuit colleges and universities participating in the survey. The survey reflects deep misgivings about the future of higher education on their campuses and across the nation. For the full report, please visit facultyforwardnetwork.org/jesuit-colleges-and-universities.

Major Finding: *Faculty at Jesuit universities are working harder, with less job stability and institutional support.*

Jesuit schools are increasingly reliant on low-wage, contingent faculty labor.

- In the last ten years the percentage of Jesuit faculty working on a contingent basis has grown from 47% to 57%. This increase of 23% far outpaces the rate of 7% among all four year non-profit colleges and universities.²
- 15% of contingent faculty survey respondents have earned so little at some point while working at a Jesuit school that they've received public assistance such as Medicaid, food stamps, or earned income tax credit.

Jesuit faculty workloads are increasing, placing a strain on student support and professional development

- 44% of faculty report an increase in their workload over the past five years.
- Many faculty commented that administrative responsibilities are actually taking up *more* of their time despite the fact that the number of managers increased 18.5% on average at Jesuit institutions between 2005 and 2011.³
- 58% of tenured faculty respondents are worried that professors are so overloaded with work that they cannot sufficiently support their students.
- Only 36% have enough time for professional development and just 28% say they have enough time to conduct research.

Faculty report a diminished role in decision-making and many do not feel valued by their institution.

- Just 18% of Jesuit faculty respondents report that their institution provides an opportunity for all faculty to have a voice in the decisions made at the institution.
- Faculty even feel excluded from curricular decision-making. Just 33% feel that their institution values faculty's input in this area.
- 1 in 3 faculty at Jesuit institutions do not feel supported or valued by their institution

Jesuit faculty are concerned about the future of Jesuit higher education.

- Only 9% of faculty surveyed feels that higher education in their state is moving in the right direction. Faculty expressed concern for both students and other faculty members.
- 68% of respondents believe that college is not affordable in their state. This raised concerns of equity among many faculty members, who fear that low-income students lack access to quality education.
 - From Academic Year (AY) 2003/04 to AY 2013/14 the average published price of tuition and fees increased 68% to a median of \$36,192 at Jesuit institutions.⁴
 - Students at Jesuit institutions are carrying a heavy debt load. In 2012-2013, a median of 65% of students graduating from Jesuit institutions had debt, with a median debt over \$31,000.⁵

¹ Survey responses were elicited from all 28 Jesuit Colleges and Universities. Over 353 faculty responded from 24 of the 28 schools.

² Integrated Postsecondary Education Data System (IPEDS). Institutional employees with faculty status and all institutional employees with faculty status not on tenure track/no tenure system. Fall 2014 and Fall 2004. Last viewed 12/2/2015. 57 percent of Jesuit faculty were working off the tenure track in Fall 2014 and 47 percent of faculty at Jesuit institutions were working off the tenure track in Fall 2004- a 23 percent increase in the percent of faculty working off the tenure track. In comparison, at all 4 year, private non-profit colleges and universities: 65 percent of institutional employees with faculty status were working off the tenure track in Fall 2014 and 60 percent of faculty were off the tenure track in Fall 2004- a 7 percent increase in the rate of faculty working off the tenure track.

³ Integrated Postsecondary Education Data System (IPEDS). Total Full-Time Equivalent Staff, Executive/administrative and managerial full-time equivalent staff, and Other Professional (Support Services) full-time equivalent staff. Fall 2011 and Fall 2005. Last viewed on 11/17/15. The category "Other Professionals (Support Services)" has been included in the management count because they are defined by IPEDS as "persons employed for the primary purpose of performing academic support, student service, and institutional support...included in these category are all employees holding titles such as business operations specialists; buyers and purchasing agents; human resources, training, and labor relations specialists; management analysts; meeting and convention planners; miscellaneous business operations specialists; financial specialists...etc."

⁴ Integrated Postsecondary Education Data System (IPEDS). Average of the Published in-state tuition and fees. Fall 2013 and Fall 2003. Last viewed on 9/30/2015.

⁵ College Insight, Spotlight. Derived the median of Average Debt of Graduates and Percent of Graduates with debt for all Jesuit colleges and universities. Last viewed on 10/1/2015.